

**VIRESCENT**  
LEARNING

# Skills for a Thriving Planet

How HR and L&D Can Drive Sustainability





## MENTIMETRE POLL

If I ask you how you feel about sustainability as a concept  
– which panda best explains that feeling?

Response Options 1-9

## MENTIMETRE POLL

Where do you think sustainability shows up in your role?

Open text response

# What is Sustainability?

Meeting the needs of the present without compromising the ability of future generations to meet their own needs



Economic development

Environmental protection

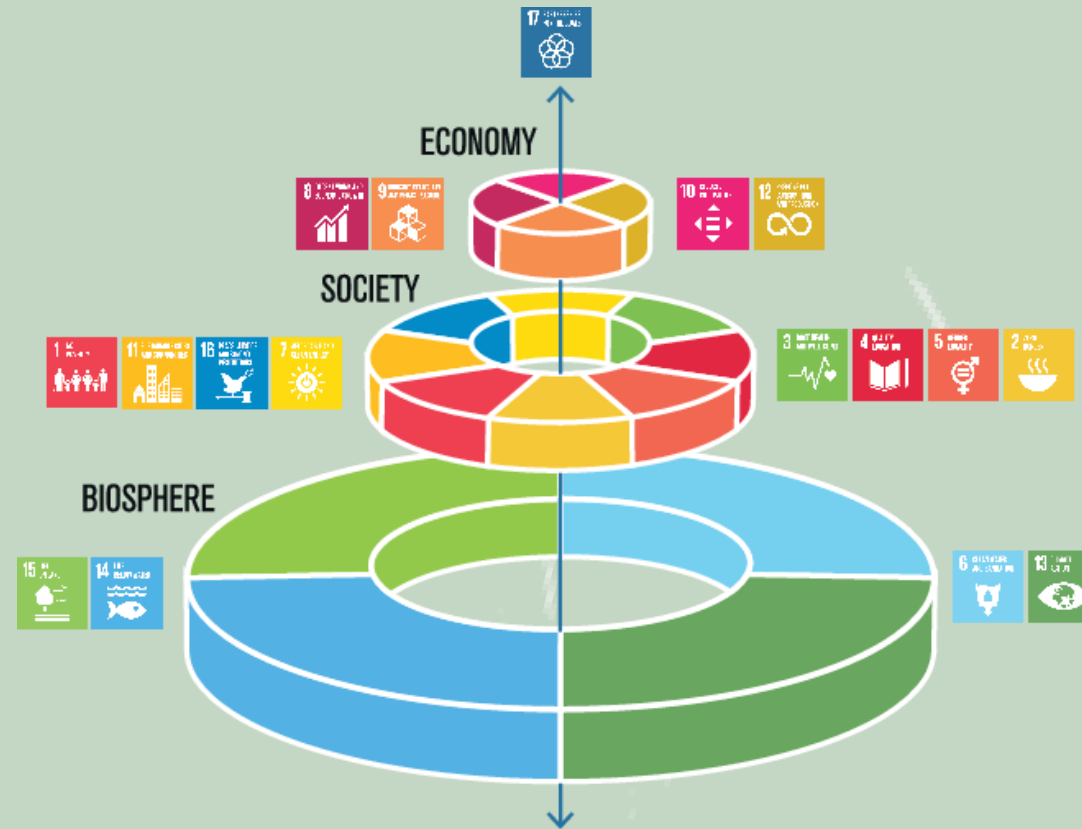
Social justice and inclusion

# THE GLOBAL GOALS

For Sustainable Development

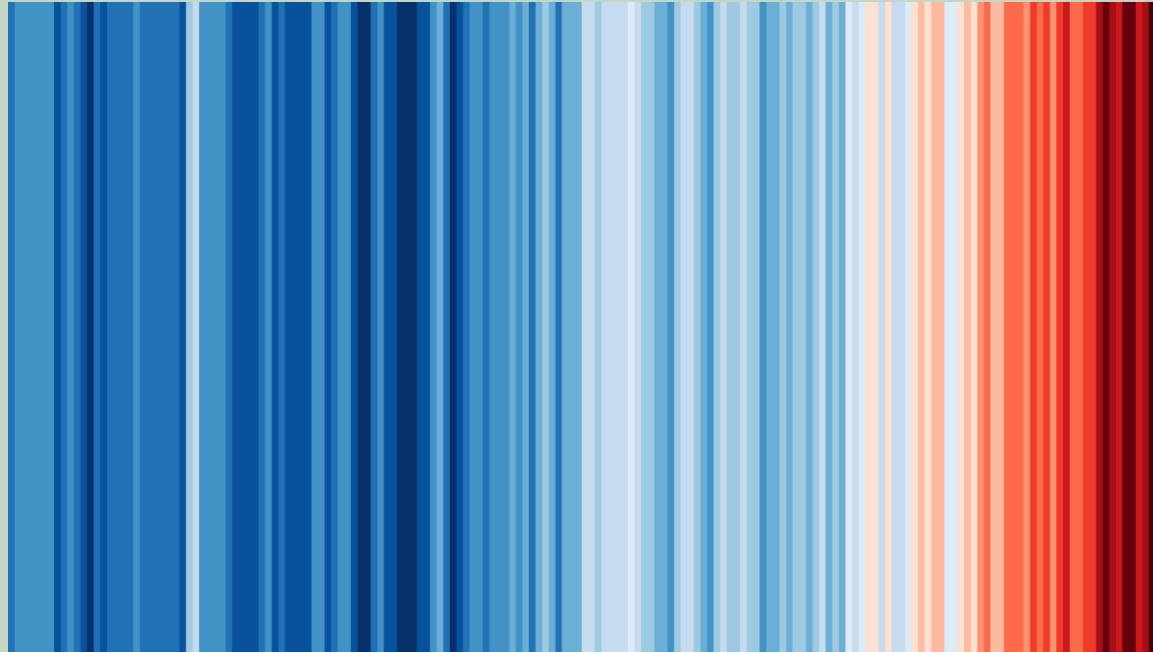


# Interconnected impacts



Graphics by Javier Lohrenz/Pexels

# How do we know there's a problem?



Ed Hawkins, University of Reading 2025

## MENTIMETRE POLL

How confidently could you explain to me what your organisation's sustainability strategy is?

Response Options:

- Very confidently – I could share detailed knowledge
- Somewhat confidently – I could share the key priorities
- Not very confidently – I could share at least one priority
- Not at all confidently – I know little about it or we don't have a strategy yet

# Creating value through your talent



**83%**

of people want to act on climate change in their jobs\*

**34%**

of people say they can confidently explain their company's climate commitments\*

**59%**

of leaders say employee activism led to an increase in sustainability plans\*\*

**91%**

of leaders say sustainability training has happened, or is planned in the next 2 years\*\*

\* Kite Insights Report

\*\* Deloitte Center for Integrated Research

# What is the opportunity?

To meet today's global sustainability challenges, the corporate world needs more than a few chief sustainability officers – it needs an army of employees, in all areas of business, thinking about sustainability in their decisions every day

World Economic Forum

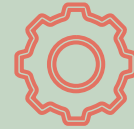
More than  
anything  
else, it's a  
mindset shift



# Understanding the opportunity



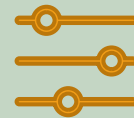
Educate



Equip



Empower



Evaluate

# Levers of change

## **Defaulting**

People tend to go with the pre-set option because it's easier, faster, and feels endorsed.

## **Positioning**

The placement or visibility of options can significantly influence choices.

## **Framing**

The way choices or information are worded affects how people interpret and react to them.

## **Social Proof**

We are influenced by the actions we observe around us and make decisions aligned to that.

# Adopt the mindset, build the culture

1

A programme team asks for a two-day training course because “community engagement in programme design is being overlooked”.

They want you to deliver it next month.

2

The sustainability policy was launched, but employee surveys show low confidence in how teams link their day-to-day work to the charity’s broader environmental or social commitments.

3

You offer a range of employee benefits pension options, cycle-to-work and volunteering days.

Sustainable pension funds exist, but employees must actively opt into them. Uptake is under 5%.

## MENTIMETRE POLL

Share your thinking

Open text response

# Digital Goodies

1

## **Adopt the Mindset, Build the Culture**

Practical actions to support you as you adopt a sustainability mindset within the context of your role

2

## **Demystifying Digital**

Digital carbon footprints explained, and how to reduce them

3

## **SDG Team Activity**

An activity you can take to your teams to understand the Sustainable Development Goals and impact to your organisation

4

## **The Power of Collective Action**

An activity you can take to your teams to better understand the power and potential of individual action

# Thank You



**Natalie Ainsworth**

Sustainability and learning leader driving sustainable change through your people, e...

